1990-91 National Faculty Salary Survey by Discipline and Rank

in Private Colleges and Universities

College and University Personnel Association
Washington, D.C.

In Conjunction With

Appalachian State University
Boone, North Carolina 28608

The College and University Personnel Association (CUPA) is an international network of nearly 6,000 personnel administrators representing more than 1,500 colleges and universities. Through regular and special publications and studies, CUPA works to keep its members informed of the latest legal, legislative, and regulatory developments affecting personnel administration, as well as trends and innovative policies and practices in the field. Services include a semimonthly newsletter, a journal, an annual convention, regional meetings, and seminars on timely topics of special interest to the human resource professional. CUPA is an AA/EEO employer. For further information, contact, CUPA, 1233 Twentieth St., N.W., Suite 503, Washington, D.C., 20036, (202) 429-0311.

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The CUPA *1990-91 National Faculty Salary Survey by Discipline and Rank in Private Colleges and Universities* has been a collegial undertaking in the best sense of the term. The College and University Personnel Association (CUPA) with headquarters in Washington, D.C., cooperated with Appalachian State University in Boone, North Carolina to produce this survey report.

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Finally, very special thanks go to those 494 private college and university presidents and chancellors who participated in this survey.

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EXECUTIVE SUMMARY

For the ninth consecutive year (1982-83 through 1990-91) the College and University Personnel Association (CUPA) in Washington, D.C., in conjunction with Appalachian State University, in Boone, North Carolina have researched and produced an annual survey of faculty salaries by discipline and rank in the nation's private colleges and universities. This current survey, the CUPA *1990-91 National Faculty Salary Survey by Discipline and Rank in Private Colleges and Universities*, involved 494 private colleges and universities.

Eight additional disciplines have been added to the survey during the past four years. In 1986-87 the survey covered 46 disciplines. In 1987-88 the disciplines of Allied Health, Engineering and Engineering Related Technologies, and Protective Services were added; two disciplines were added in 1988-89—Occupational Therapy and Physical Therapy; and three disciplines were added in 1989-90—Economics, Institutional Management, and Marketing Management and Research bringing the current total to 54 disciplines.

A "broad brush" comparison of increases in annual overall salary averages for all ranks over the last seven years (including the "base year" of 1984-85) are listed below. Please note that although a majority of the participating colleges and universities are the same in each of the seven years, there is a significant minority of colleges and universities which are different.

SURVEY YEAR:	"Base Year" 1984-85	1985-86	1986-87	1987-88	1988-89	1989-90	1990-91
NUMBER OF INSTITUTIONS:	451	440	478	475	470	460	494
NUMBER OF FACULTY:	42,568	38,890	46,597	45,544	45,698	43,533	47,264
AVERAGE SALARY FOR ALL RANKS:	$29,005	$29,768	$31,849	$34,444	$35,874	$36,818	$39,683
PERCENTAGE INCREASE OF SALARY ANNUALLY:	0.00%	2.63%	6.99%	8.15%	4.15%	2.63%	7.78%

"Special Studies," based on relevant data from the annual surveys, may be requested from CUPA for a nominal fee. (Please see the Special Study Order Form on page 47 of this survey report.) These studies consist of either comparisons of your choice of 10 or more specific institutions or comparisons of institutions with similar sets of characteristics. The studies have been very useful to administrators

who make important faculty salary decisions because they can identify and make comparisons of a narrower group of institutions instead of using the broad averages that are contained in this report. Special Studies are essential references for planning budgets and evaluating salary trends and pay plans. (Note that confidentiality is maintained by not reporting data for which less than four institutions responded, and no individual institutional names are reported.)

Finally, for those persons interested in salary changes within individual disciplines over time, "rolling" three-year salary-trend studies have been written annually for all the applicable disciplines beginning in 1986 for the years 1982-83 through 1985-86, etc. These articles have been accepted annually for publication in the national ERIC periodical *Resources in Education*.

INTRODUCTION

The Background

The College and University Personnel Association (CUPA) is dedicated to supporting human resource professionals associated with higher education around the world by disseminating current theory, methodology, and research results on personnel issues.

In 1974, the CUPA Board of Directors proposed the development of a faculty compensation survey (page 2, CUPA Wingspread Conference, March 1977; and September 1977, Chairman's Report). The CUPA Faculty and Staff Relations Council took responsibility for planning, developing, and conducting a pilot model of faculty salaries by discipline and by rank. In 1980, the Council developed a pilot faculty salary questionnaire along with rationale, instructions, and definitions. They sent the questionnaires to colleagues in 13 diverse CUPA colleges and universities for their review and comments. A review of the respondents' comments indicated that a model already in use by Oklahoma State University to gather similar data best met survey needs. The results of the review process were submitted by the Council to the CUPA Board of Directors for approval.

Once the Board granted permission, CUPA representatives met with appropriate officials at the American Association of State Colleges and Universities (AASCU) to mount a pilot study of 21 general and specific disciplines among the AASCU members. Later, during 1982-83, a similar survey, which included many more disciplines/program areas, was mounted for private colleges and universities with 299 institutions participating.

Subsequently, 355 private colleges and universities participated in 1983-84, 451 participated in 1984-85, 440 participated in 1985-86, 478 participated in 1986-87, 475 participated in 1987-88, 470 participated in 1988-89, 460 participated in 1988-89, and 494 participated this academic year, 1990-91.

The 1990-91 survey is a further step in the long-term plan to collect as complete information about faculty salaries as possible. Sustained collection of data on the same number of disciplines and institutions over a number of years eventually will establish a data base capable of extensive analyses of faculty salaries. Continuing this year (1990-91), the survey is conducted every fall semester and includes most of the 50 two-digit program areas defined in *A Classification of Instructional Programs* and many of the four- and six-digit areas. The results will be released at the beginning of each new year so that the most current data can be effectively used by line administrators.

For the seventh straight year additional information was collected from participating colleges and universities which held collective bargaining contracts with their faculty. It is anticipated that this will continue so that "special studies" and other studies can be requested by institutions at a nominal fee. Also, for the seventh straight year, the names of all participating institutions for the last nine years of the survey are listed in Appendix B. We encourage institutions to participate each year so we can provide them with relevant and timely trend data in addition to the special studies that may be requested.

Last year's survey, 1989-90, included three new disciplines: Economics, Institutional Management, and Marketing Management and Research. With the addition of these three disciplines, the survey now totals 54 academic disciplines.

The reader's comments, suggestions, and questions are appreciated at any time and should be directed to CUPA, or to Dr. Richard D. Howe at Appalachian State University (704) 262-2124.

The Need

Current data on faculty compensation are currently being collected each year by the National Center for Education Statistics. The data, however, are not collected at the level of detail required to answer basic questions pertaining to variances in salaries between and among disciplines and ranks. What are missing are data about salary at different ranks and within specific disciplines for different types of institutions. The need to address problems of salary administration with respect to postsecondary faculty in different disciplines and ranks motivated the decision to conduct this survey.

Applications

This survey attempts to address these needs by collecting data on 54 disciplines of participating private colleges and universities in the U.S. and comparing the average, low and high salaries by faculty ranks across these disciplines. The disciplines selected for this survey are those that are most likely to be taught in the 494 private institutions which participated in the survey this year. Also collected are percentages of teaching faculty by rank in a given discipline.

Such comparative information can be useful to the postsecondary administrator in at least two ways. The community of postsecondary institutions may be thought of as an academic marketplace. Faculty and administrators negotiate remuneration for services of teaching and other responsibilities. In this marketplace, a faculty member needs to know what to request, based on the salaries of his or her peers. The administrator needs to know how much to pay for quality faculty without committing more than he or she can justify for the budget.

Detailed salary information is also useful in long-range budgetary planning. Applying estimates of changes in costs, such as the Consumer Price Index or the Higher Education Price Index, to faculty salaries will enable a postsecondary administrator to project future faculty salary costs.

The use of the salary information is enhanced by knowing the characteristics of the institutions in the comparison group. Since this faculty salary survey collects institutional characteristics of geographical location, enrollment, budget and FTE of students, an institution can request special studies comparing itself with a group of peers—10 or more institutions—using these characteristics for selection. These special studies are available through CUPA. No individual institutional data will be released by CUPA. The special studies data are aggregate data of 10 or more institutions and with four or more data elements in each cell.

For the seventh straight year participating institutions may request, for a nominal fee, percentile rank (PR) studies which will provide them with both a percentile ranking for each discipline and for each

rank in each discipline in comparison with 10 or more other participating institutions. Most importantly, we are able to provide a participating institution with the amount of additional funds it would take to increase its average salary by discipline and rank to a higher PR—e.g., from a 40 PR to a 50 PR. This application of percentile ranking has become an important and relevant aspect of our annual faculty salary survey and we encourage participating institutions to take advantage of this service.

Finally, those institutions which participated in the sixth (1987-88) and ninth (1990-91) surveys may request salary-trend studies by selected discipline and/or by all disciplines in the study comparing their institutions both with the whole group of participating institutions and/or with a selected number of 10 or more.

Other institutions which have participated in at least one of the surveys may have their data compared with the trend data in any configuration of 10 or more institutions. (Please understand, that only cells with four or more data elements are used.) Institutions which have not participated in any of the surveys may still request salary data of 10 or more institutions which have participated in any one or more of the surveys.

To order a Special Study, please use the Order Form on page 47.

Survey Results

Methodology

This CUPA *1990-91 National Faculty Salary Survey by Discipline and Rank in Private Colleges and Universities* collected and tabulated full-time salary data for faculty in 54 selected disciplines. These were chosen from among the disciplines defined by the Higher Education General Information Survey (HEGIS) Taxonomy or by *A Classification of Instructional Programs (CIP)*, 1985. Please see APPENDIX A for the list of disciplines/major fields used. The faculty salaries of 47,264 faculty members are found in APPENDIX A—The Data Tables. The list of 494 private institutions which participated in the annual survey is found in APPENDIX B. Also listed in APPENDIX B are all of the private colleges and universities which have participated in the annual survey from 1982-83 through 1990-91.

Analysis of Data

To organize the data and permit comparisons between disciplines and by ranks, the following variables were selected: average salary, high salary, low salary, and number of faculty for a given rank and discipline. The variables and other terms arrived at in the tabulations of the data are defined below.

NOTE: Users of this survey may find the category "New Assistant Professor" especially useful in making new hiring decisions since most new faculty in academe are hired at this rank.

Definition of Terms

SALARY—based on a nine- or ten-month academic year salary of full-time faculty only. Does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data.

AVERAGE SALARY—based on the survey information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty reported for a given rank and discipline.

HIGH SALARY—the highest salary for any full-time individual of the defined group for which the information is reported.

LOW SALARY—the lowest salary for any full-time individual of the defined group for which the information is reported.

FAC MIX PCT—the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .36 for associate professor means that 36 percent of the faculty in that discipline/major field hold the rank of associate professor.

SALARY FACTOR—for a given rank of a given discipline/major field, the ratio of the average salary to the total average salary of all institutions. For example, a SALARY FACTOR of 1.20 for

assistant professors of accounting means that their average salary is 20 percent higher than the average salary of all assistant professors of all institutions which participated in the survey.

RANK—the data are arrayed among the following academic ranks: Professor, Associate Professor, Assistant Professor, New Assistant Professor, and Instructor. The rank of "Lecturer" is not included in the survey.

NUM—the number of faculty members whose salaries were included to compute the average salary.

N/IS—the number of institutions which have reported salary data for a given academic rank and a given discipline/major field.

PARTICIPATING INSTITUTIONS—the number of institutions responding to the survey questionnaire.

NEW ASST PROF—the grouping of assistant professors who were hired for the first time in the Fall of 1990. All data for this group were included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

Examples of Analyses

Although no overall analysis has been undertaken in this report, it is important to illustrate the types of analyses possible using the data available. The following tables show the comparative potential of the data for two major fields: BUSINESS ECONOMICS AND COMMUNICATIONS.

DISCIPLINE: BUSINESS AND MANAGEMENT
MAJOR FIELD: BUSINESS ECONOMICS 060501

AVERAGE SALARY	51117	191	89	42306	253	117	37013	266	111	37743	36	29	30160	31	25	42169	741	170
HIGH SALARY	90000			70000			65000			65000			53820			90000		
LOW SALARY	25600			16704			16859			24000			16000			16000		
FAC MIX PCT	0.26			0.34			0.38			0.05			0.04			1.00		
SALARY FACTOR	1.02			1.08			1.14			1.22			1.17			1.06		

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATIONS 090000

AVERAGE SALARY	46734	253	117	38412	374	156	30258	507	203	29161	91	68	24974	125	85	35466	1259	263
HIGH SALARY	98000			67000			62250			40814			45500			98000		
LOW SALARY	25000			22300			16893			16893			17100			16893		
FAC MIX PCT	0.20			0.30			0.40			0.07			0.10			1.00		
SALARY FACTOR	0.93			0.98			0.93			0.94			0.97			0.89		

1. Size of the Sample. The user should note the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. The number of faculty and the number of institutions were much lower for BUSINESS ECONOMICS (BE) as compared with COMMUNICATIONS (C):

	NUM	N/IS
BE	741	170
C	1259	263

2. Average Salary. The average salary for every rank in BUSINESS ECONOMICS was higher than in COMMUNICATIONS:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	51117	42306	37013	37743	30160	42169
C	46734	38412	30258	29161	24974	35466

3. High and Low Salaries. In BUSINESS ECONOMICS the "high salary" is higher than in COMMUNICATIONS in every rank except that of professor. and the "low salaries" are mixed.

High Salary:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	90000	70000	65000	65000	53820	90000
C	98000	67000	62250	40814	45500	98000

Low Salary:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	25600	16704	16859	24000	16000	16000
C	25000	22300	16893	16893	17100	16893

4. Faculty Mix Percentage (FAC MIX PCT). The percentages of faculty in each rank are dissimilar. For example, in BUSINESS ECONOMICS, 26 percent of the faculty hold the rank of PROFESSOR compared with COMMUNICATIONS where 20 percent of the faculty hold the rank of PROFESSOR. This clearly indicates that BUSINESS ECONOMICS is an "old" discipline whereas COMMUNICATIONS is a relatively "new" discipline. The comparisons for all ranks between the two major fields are as follows (note that the NEW ASST PROF percentage is included in ASST PROF and each percentage has been rounded up):

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	.26	.34	.36	.05	.04	1.00
C	.20	.30	.40	.07	.10	1.00

It is interesting to note how the faculty mix percentage differs among a relatively "new" major field like NURSING (N) and an "old" field like PHILOSOPHY AND RELIGION (PR), and also how these differences compare with the overall average of ALL MAJOR FIELDS (AMF) in the study. The comparison for the major fields of NURSING (N), PHILOSOPHY AND RELIGION (PR), and for the overall study average of ALL MAJOR FIELDS (AMF) are noted below:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
N	.08	.27	.49	.05	.16	1.00
PR	.44	.27	.26	.04	.03	1.00
AMF	.32	.30	.31	.05	.06	1.00

5. Salary Factor. This variable permits comparisons between the average salary of faculty in a given rank of a given discipline and the average salary of all faculty members in that rank in all the disciplines of all reporting institutions. A constant number, 100 percent, represents the average salary of all faculty in that rank for all reporting institutions. The following data show, for example, in BUSINESS ECONOMICS the average salary of PROFESSOR is 2 percent above the average salary of all PROFESSORS from all reporting institutions and is 9 percent above the average salary of PROFESSORS in COMMUNICATIONS. The salary factors also show that for every rank the average salary for BUSINESS ECONOMICS faculty is higher than the average salary for COMMUNICATIONS faculty:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	1.02	1.08	1.14	1.22	1.17	1.06
C	.93	.98	.93	.94	.97	.89

APPENDIX A

LIST OF SELECTED DISCIPLINES

AND

MAJOR FIELDS

AND

THE DATA TABLES

FACULTY SALARY SURVEY

DISCIPLINE: AGRIBUSINESS & AGRI PRODUCTION
MAJOR FIELD: AGRIBUSINESS & AGRICULTURE PRODUCTI 010000

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	41203	14	7	30706	12	7	29188	23	9	29500	2	2	21380	1	1	32760	50	14
HIGH SALARY	65720			36476			48966			32000			21380			65720		
LOW SALARY	29559			25000			18845			27000			21380			18845		
FAC MIX PCT	0.28			0.24			0.46			0.04			0.02			1.00		
SALARY FACTOR	0.82			0.79			0.90			0.95			0.83			0.83		

DISCIPLINE: ARCHITECTURE & ENVIR. DESIGN
MAJOR FIELD: ARCHITECTURE & ENVIRONMENTAL DESIGN 040000

AVERAGE SALARY	54329	64	12	42484	59	14	35930	58	11	32322	6	4	26079	7	4	43883	188	19
HIGH SALARY	82900			90000			62197			38000			33014			90000		
LOW SALARY	29000			23400			20127			29000			17900			17900		
FAC MIX PCT	0.34			0.31			0.31			0.03			0.04			1.00		
SALARY FACTOR	1.08			1.09			1.11			1.04			1.01			1.11		

DISCIPLINE: AREA AND ETHNIC STUDIES
MAJOR FIELD: AREA AND ETHNIC STUDIES 050000

AVERAGE SALARY	53130	16	10	42202	21	15	31821	9	6	31242	1	1				43972	46	24
HIGH SALARY	65934			60000			35770			31242						65934		
LOW SALARY	30000			21688			20700			31242						20700		
FAC MIX PCT	0.35			0.46			0.20			0.02						1.00		
SALARY FACTOR	1.06			1.08			0.98			1.01						1.11		

DISCIPLINE: BUSINESS AND MANAGEMENT
MAJOR FIELD: BUSINESS AND MANAGEMENT 060000

AVERAGE SALARY	59787	382	74	48627	433	101	42361	513	117	40545	64	40	29702	107	54	47947	1435	154
HIGH SALARY	126520			73350			70075			65000			78700			126520		
LOW SALARY	26825			21790			18750			23500			15945			15945		
FAC MIX PCT	0.27			0.30			0.36			0.04			0.07			1.00		
SALARY FACTOR	1.19			1.25			1.31			1.31			1.15			1.21		

FACULTY SALARY SUPVEY

DISCIPLINE: BUSINESS AND MANAGEMENT
MAJOR FIELD: ACCOUNTING 060201

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	57303	222	112	46298	362	154	39025	446	198	40491	56	45	30475	116	71	43997	1146	272
HIGH SALARY	97350			123330			63468			63000			58000			123330		
LOW SALARY	26500			18750			16182			21000			15200			15200		
FAC MIX PCT	0.19			0.32			0.39			0.05			0.10			1.00		
SALARY FACTOR	1.14			1.19			1.20			1.30			1.18			1.11		

DISCIPLINE: BUSINESS AND MANAGEMENT
MAJOR FIELD: BUSINESS ADMN & MANAGEMENT, GENERAL 060401

AVERAGE SALARY	62268	478	160	44923	708	204	38406	780	229	39725	109	74	29326	140	78	45409	2106	283
HIGH SALARY	131900			100000			73500			57000			48500			131900		
LOW SALARY	21797			16578			16182			18600			18150			16182		
FAC MIX PCT	0.23			0.34			0.37			0.05			0.07			1.00		
SALARY FACTOR	1.24			1.15			1.18			1.28			1.14			1.14		

DISCIPLINE: BUSINESS AND MANAGEMENT
MAJOR FIELD: BUSINESS ECONOMICS 060501

AVERAGE SALARY	51117	191	89	42306	253	117	37013	266	111	37743	36	29	30160	31	25	42169	741	170
HIGH SALARY	90000			70000			65000			65000			53820			90000		
LOW SALARY	25600			16704			16859			24000			16000			16000		
FAC MIX PCT	0.26			0.34			0.36			0.05			0.04			1.00		
SALARY FACTOR	1.02			1.08			1.14			1.22			1.17			1.06		

DISCIPLINE: BUSINESS AND MANAGEMENT
MAJOR FIELD: HOTEL/MOTEL MANAGEMENT 060701

AVERAGE SALARY	47949	6	5	40974	17	11	33676	17	9	36000	1	1	26317	10	6	36398	50	18
HIGH SALARY	56859			59430			41600			36000			34668			59430		
LOW SALARY	26490			28500			24707			36000			19300			19300		
FAC MIX PCT	0.12			0.34			0.34			0.02			0.20			1.00		
SALARY FACTOR	0.96			1.05			1.04			1.16			1.02			0.92		

FACULTY SALARY SURVEY

DISCIPLINE: BUSINESS AND MANAGEMENT
MAJOR FIELD: MARKETING MANAGEMENT 061401

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	60110	65	39	49270	114	53	42194	117	65	43514	25	21	32700	32	20	47277	328	90
HIGH SALARY	105000			73379			65000			58000			52500			105000		
LOW SALARY	27600			21450			21399			21399			15990			15990		
FAC MIX PCT	0.20			0.35			0.36			0.08			0.10			1.00		
SALARY FACTOR	1.20			1.26			1.30			1.40			1.27			1.19		

DISCIPLINE: BUSINESS (ADMIN. SUPPORT)
MAJOR FIELD: SECRETARIAL & RELATED PROG, GEN 070601

AVERAGE SALARY	41811	8	6	30920	29	20	23739	30	18				25037	28	11	27835	95	43
HIGH SALARY	59819			48038			35233						37094			59819		
LOW SALARY	28059			14071			18000						17300			14071		
FAC MIX PCT	0.08			0.31			0.32						0.29			1.00		
SALARY FACTOR	0.83			0.79			0.73						0.97			0.70		

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATIONS 090000

AVERAGE SALARY	46734	253	117	38412	374	156	30258	507	203	29161	91	68	24974	125	85	35466	1259	263
HIGH SALARY	98000			67000			62250			40814			45500			98000		
LOW SALARY	25000			22300			16893			16893			17100			16893		
FAC MIX PCT	0.20			0.30			0.40			0.07			0.10			1.00		
SALARY FACTOR	0.93			0.98			0.93			0.94			0.97			0.89		

DISCIPLINE: COMMUNICATION TECHNOLOGIES
MAJOR FIELD: RADIO, TV PROD & BROADCASTING TECH 100104

AVERAGE SALARY	50217	30	15	37901	40	18	32520	66	26	32259	10	9	23356	21	15	36046	157	41
HIGH SALARY	78215			51237			58864			38000			37275			78215		
LOW SALARY	31700			21879			19430			26140			15000			15000		
FAC MIX PCT	0.19			0.25			0.42			0.06			0.13			1.00		
SALARY FACTOR	1.00			0.97			1.00			1.04			0.91			0.91		

FACULTY SALARY SURVEY

DISCIPLINE: COMPUTER & INFORMATION SCIENCE
MAJOR FIELD: COMPUTER & INFORMATION SCIENCES 110000

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	56047	231	99	43283	382	178	35772	459	221	35120	51	40	28197	125	78	41290	1197	305
HIGH SALARY	107000			66000			63000			52500			55500			107000		
LOW SALARY	23579			21000			12600			17100			16272			12600		
FAC MIX PCT	0.19			0.32			0.38			0.04			0.10			1.00		
SALARY FACTOR	1.12			1.11			1.10			1.13			1.09			1.04		

DISCIPLINE: EDUCATION
MAJOR FIELD: EDUCATION 130000

AVERAGE SALARY	47162	559	181	36755	551	192	30085	564	198	30100	98	74	24895	91	59	37308	1765	263
HIGH SALARY	89000			62400			47100			42000			38550			89000		
LOW SALARY	22000			14809			14000			14000			15600			14000		
FAC MIX PCT	0.32			0.31			0.32			0.06			0.05			1.00		
SALARY FACTOR	0.94			0.94			0.93			0.97			0.96			0.94		

DISCIPLINE: EDUCATION
MAJOR FIELD: CURRICULUM AND INSTRUCTION 130301

AVERAGE SALARY	53862	43	15	41165	35	14	32253	21	12	36900	3	2	27150	2	2	44440	101	19
HIGH SALARY	89000			58500			39950			38000			31800			89000		
LOW SALARY	32810			20335			20445			35200			22500			20335		
FAC MIX PCT	0.43			0.35			0.21			0.03			0.02			1.00		
SALARY FACTOR	1.07			1.06			0.99			1.19			1.05			1.12		

DISCIPLINE: EDUCATION
MAJOR FIELD: HIGHER EDUC ADMINISTRATION 130406

AVERAGE SALARY	47620	31	15	41325	25	14	33153	20	9	33890	5	4	35119	3	3	41490	79	20
HIGH SALARY	72835			58500			39073			38000			48349			72835		
LOW SALARY	30908			25914			21005			27500			20007			20007		
FAC MIX PCT	0.39			0.32			0.25			0.06			0.04			1.00		
SALARY FACTOR	0.95			1.06			1.02			1.09			1.36			1.05		

FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: SPECIAL EDUCATION, GENERAL 131001

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	48042	44	21	35624	44	30	28967	49	36	28264	11	10	21656	16	11	35602	153	64
HIGH SALARY	80268			49600			37342			35000			35049			80268		
LOW SALARY	27665			22095			18000			18000			15600			15600		
FAC MIX PCT	0.29			0.29			0.32			0.07			0.10			1.00		
SALARY FACTOR	0.96			0.91			0.89			0.91			0.84			0.90		

DISCIPLINE: EDUCATION
MAJOR FIELD: STUDENT COUNSELING & PERSONNEL SERV 131101

AVERAGE SALARY	48971	36	14	40827	33	14	31050	29	14	34625	4	3	22741	4	3	40212	102	23
HIGH SALARY	70200			80187			44000			38000			26500			80187		
LOW SALARY	20000			31000			19000			31500			16679			16679		
FAC MIX PCT	0.35			0.32			0.28			0.04			0.04			1.00		
SALARY FACTOR	0.98			1.05			0.96			1.12			0.88			1.01		

DISCIPLINE: EDUCATION
MAJOR FIELD: TEACHER EDUCATION, GENERAL PROGRAMS 131200

AVERAGE SALARY	39284	171	90	33850	208	109	28370	228	109	28091	45	40	22902	42	34	32648	649	148
HIGH SALARY	75200			57927			58462			36288			34025			75200		
LOW SALARY	24220			18000			18814			22920			17680			17680		
FAC MIX PCT	0.26			0.32			0.35			0.07			0.06			1.00		
SALARY FACTOR	0.78			0.87			0.87			0.91			0.89			0.82		

DISCIPLINE: EDUCATION
MAJOR FIELD: PHYSICAL EDUCATION 131314

AVERAGE SALARY	43042	244	115	36111	384	173	28989	407	182	26996	49	40	24339	217	112	33106	1252	267
HIGH SALARY	74700			68482			46850			38000			35758			74700		
LOW SALARY	19000			18720			12250			12250			12796			12250		
FAC MIX PCT	0.19			0.31			0.33			0.04			0.17			1.00		
SALARY FACTOR	0.86			0.93			0.89			0.87			0.94			0.83		

FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: READING EDUCATION 131315

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	47991	12	7	33656	12	12	28467	10	10	23785	1	1	23071	8	5	34500	42	27
HIGH SALARY	72518			46515			37418			23785			38553			72518		
LOW SALARY	21750			18522			21450			23785			5906			5906		
FAC MIX PCT	0.29			0.29			0.24			0.02			0.19			1.00		
SALARY FACTOR	0.96			0.86			0.88			0.77			0.89			0.87		

DISCIPLINE: ENGINEERING
MAJOR FIELD: ENGINEERING 140000

AVERAGE SALARY	66465	945	59	50424	686	60	43867	568	63	40737	62	30	30294	32	18	55260	2231	69
HIGH SALARY	118000			96000			57117			48000			44000			118000		
LOW SALARY	24050			27120			23700			30000			15700			15700		
FAC MIX PCT	0.42			0.31			0.25			0.03			0.01			1.00		
SALARY FACTOR	1.32			1.29			1.35			1.31			1.17			1.39		

DISCIPLINE: ENGINEERING TECHNOLOGIES
MAJOR FIELD: ENGINEERING RELATED TECHNOLOGIES 150000

AVERAGE SALARY	46129	41	14	39950	78	17	34062	72	18	33098	6	5	29277	25	9	37925	216	22
HIGH SALARY	85000			58000			49500			49500			40548			85000		
LOW SALARY	26000			30000			22700			22700			22560			22560		
FAC MIX PCT	0.19			0.36			0.33			0.03			0.12			1.00		
SALARY FACTOR	0.92			1.02			1.05			1.07			1.13			0.96		

DISCIPLINE: FOREIGN LANGUAGES
MAJOR FIELD: FOREIGN LANGUAGES 160000

AVERAGE SALARY	46925	564	216	37456	646	222	30511	729	244	28582	117	82	24084	191	113	36387	2130	346
HIGH SALARY	85000			61455			53124			37000			45900			85000		
LOW SALARY	21085			15202			14809			14900			9877			9877		
FAC MIX PCT	0.26			0.30			0.34			0.05			0.09			1.00		
SALARY FACTOR	0.94			0.96			0.94			0.92			0.93			0.92		

FACULTY SALARY SURVEY

DISCIPLINE: ALLIED HEALTH
MAJOR FIELD: ALLIED HEALTH 170000

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	50447	18	8	41594	68	25	32286	85	26	31801	11	8	22629	36	18	35243	207	39
HIGH SALARY	86000			63200			44400			37850			37450			86000		
LOW SALARY	35444			20000			23400			25000			13875			13875		
FAC MIX PCT	0.09			0.33			0.41			0.05			0.17			1.00		
SALARY FACTOR	1.01			1.07			1.00			1.02			0.88			0.89		

DISCIPLINE: ALLIED HEALTH
MAJOR FIELD: OCCUPATIONAL THERAPY 170807

AVERAGE SALARY	51250	2	2	39023	15	5	33568	28	12	31454	6	4	27661	10	7	34624	55	12
HIGH SALARY	55900			54540			41000			34000			32500			55900		
LOW SALARY	46600			27200			24975			30000			23164			23164		
FAC MIX PCT	0.04			0.27			0.51			0.11			0.18			1.00		
SALARY FACTOR	1.02			1.00			1.04			1.01			1.07			0.87		

DISCIPLINE: ALLIED HEALTH
MAJOR FIELD: PHYSICAL THERAPY 170813

AVERAGE SALARY	47107	1	1	44675	19	13	35928	45	12	38250	2	1	26808	14	9	36557	79	16
HIGH SALARY	47107			63200			44400			40000			43764			63200		
LOW SALARY	47107			21450			27000			36500			13380			13380		
FAC MIX PCT	0.01			0.24			0.57			0.03			0.18			1.00		
SALARY FACTOR	0.94			1.15			1.11			1.23			1.04			0.92		

DISCIPLINE: HEALTH SCIENCES
MAJOR FIELD: SPEECH PATHOLOGY/AUDIOLOGY 180103

AVERAGE SALARY	50560	29	17	39112	40	20	30264	33	16	30500	2	2	25709	9	8	38386	111	30
HIGH SALARY	86000			58500			42899			36000			38821			86000		
LOW SALARY	31670			25500			13878			25000			18990			13878		
FAC MIX PCT	0.26			0.36			0.30			0.02			0.08			1.00		
SALARY FACTOR	1.01			1.00			0.93			0.98			1.00			0.97		

FACULTY SALARY SURVEY

DISCIPLINE: HEALTH SCIENCES
MAJOR FIELD: NURSING, GENERAL 181101

	PROFESSOR			ASSOC. PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	43461	133	83	35176	422	123	29740	773	150	29553	73	51	25367	255	83	31637	1583	160
HIGH SALARY	71216			59800			44350			41500			35900			71216		
LOW SALARY	28875			22869			19000			21000			13125			13125		
FAC MIX PCT	0.08			0.27			0.49			0.05			0.16			1.00		
SALARY FACTOR	0.87			0.90			0.92			0.95			0.98			0.80		

DISCIPLINE: HOME ECONOMICS
MAJOR FIELD: HOME ECONOMICS 190000

AVERAGE SALARY	41123	39	22	35020	68	35	30508	112	41	30176	14	10	25698	23	14	33029	242	57
HIGH SALARY	56000			60000			44000			44000			35500			60000		
LOW SALARY	28367			17846			16783			19470			18122			16783		
FAC MIX PCT	0.16			0.28			0.46			0.06			0.10			1.00		
SALARY FACTOR	0.82			0.90			0.94			0.97			1.00			0.83		

DISCIPLINE: LETTERS
MAJOR FIELD: LETTERS 230000

AVERAGE SALARY	46401	1244	356	36087	1002	334	29210	1105	352	27882	183	131	25179	301	139	36620	3652	432
HIGH SALARY	141500			61049			50000			50000			61730			141500		
LOW SALARY	16405			14809			16443			18195			12970			12970		
FAC MIX PCT	0.34			0.27			0.30			0.05			0.08			1.00		
SALARY FACTOR	0.92			0.93			0.90			0.90			0.98			0.92		

DISCIPLINE: LIBRARY & ARCHIVAL SCIENCES
MAJOR FIELD: LIBRARY AND ARCHIVAL SCIENCES 250000

AVERAGE SALARY	45695	27	18	36230	59	28	29550	84	34	26862	16	13	24622	13	10	33736	183	44
HIGH SALARY	73565			57410			52117			50000			30227			73565		
LOW SALARY	26070			24059			17591			17591			19000			17591		
FAC MIX PCT	0.15			0.32			0.46			0.09			0.07			1.00		
SALARY FACTOR	0.91			0.93			0.91			0.87			0.95			0.85		

FACULTY SALARY SURVEY

DISCIPLINE: LIFE SCIENCES
MAJOR FIELD: LIFE SCIENCES 260000

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	46594	895	319	36651	635	290	30169	463	250	28968	93	80	22908	68	53	39059	2061	403
HIGH SALARY	103760			63620			46550			40814			35600			103760		
LOW SALARY	22000			20571			14578			20000			15500			14578		
FAC MIX PCT	0.43			0.31			0.22			0.05			0.03			1.00		
SALARY FACTOR	0.93			0.94			0.93			0.93			0.89			0.98		

DISCIPLINE: MATHEMATICS
MAJOR FIELD: MATHEMATICS 270000

AVERAGE SALARY	51622	818	286	38802	755	291	31949	785	317	31299	123	99	24646	229	133	39523	2587	425
HIGH SALARY	113000			82500			52848			46000			50600			113000		
LOW SALARY	21663			18666			12075			12075			13050			12075		
FAC MIX PCT	0.32			0.29			0.30			.0.05			0.09			1.00		
SALARY FACTOR	1.03			0.99			0.99			1.01			0.96			1.00		

DISCIPLINE: MULTI/INTERDISCIPLINARY STUDY
MAJOR FIELD: MULTI/INTERDISCIPLINARY STUDIES 300000

AVERAGE SALARY	41824	136	27	37693	68	25	30292	62	27	26097	4	4	29279	17	12	37551	283	48
HIGH SALARY	73000			61880			49915			30000			44600			73000		
LOW SALARY	23060			24370			21399			23000			21600			21399		
FAC MIX PCT	0.48			0.24			0.22			0.01			0.06			1.00		
SALARY FACTOR	0.83			0.97			0.93			0.84			1.13			0.95		

DISCIPLINE: PHILOSOPHY AND RELIGION
MAJOR FIELD: PHILOSOPHY AND RELIGION 380000

AVERAGE SALARY	45808	908	311	36407	568	250	30159	539	242	28866	93	72	24396	68	54	38496	2083	381
HIGH SALARY	110000			60850			47250			38390			65600			110000		
LOW SALARY	18647			10173			16761			23000			13333			10173		
FAC MIX PCT	0.44			0.27			0.26			0.04			0.03			1.00		
SALARY FACTOR	0.91			0.93			0.93			0.93			0.95			0.97		

FACULTY SALARY SURVEY

DISCIPLINE: THEOLOGY
MAJOR FIELD: THEOLOGY 390000

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	41631	520	114	34870	344	113	29494	324	105	27516	40	34	26177	40	32	36031	1228	146
HIGH SALARY	88195			59000			48735			37000			39000			88195		
LOW SALARY	14118			18000			18000			19390			15931			14118		
FAC MIX PCT	0.42			0.28			0.26			0.03			0.03			1.00		
SALARY FACTOR	0.83			0.89			0.91			0.89			1.01			0.91		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICAL SCIENCES 400000

AVERAGE SALARY	54318	194	38	41428	71	28	33064	102	36	31042	12	8	23382	18	11	44863	385	67
HIGH SALARY	110000			65000			55202			42000			31000			110000		
LOW SALARY	24860			20866			14759			19500			19493			14759		
FAC MIX PCT	0.50			0.18			0.26			0.03			0.05			1.00		
SALARY FACTOR	1.08			1.06			1.02			1.00			0.91			1.13		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: CHEMISTRY, GENERAL 400501

AVERAGE SALARY	50342	786	298	37226	390	216	30995	392	239	29312	84	77	24701	26	23	41957	1594	375
HIGH SALARY	125000			64400			47900			43000			36745			125000		
LOW SALARY	20371			21000			14601			20000			14000			14000		
FAC MIX PCT	0.49			0.24			0.25			0.05			0.02			1.00		
SALARY FACTOR	1.00			0.95			0.96			0.94			0.96			1.06		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: GEOLOGY 400601

AVERAGE SALARY	57157	166	60	43264	75	42	32777	56	38	30857	7	7				49052	297	79
HIGH SALARY	91100			57425			43850			35000						91100		
LOW SALARY	28523			23500			23292			25000						23292		
FAC MIX PCT	0.56			0.25			0.19			0.02						1.00		
SALARY FACTOR	1.14			1.11			1.01			0.99						1.24		

FACULTY SALARY SURVEY

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICS, GENERAL 400801

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	55801	548	185	41083	299	150	36168	282	144	33894	51	38	29734	14	11	46788	1143	264
HIGH SALARY	112340			80350			80350			50875			55500			112340		
LOW SALARY	25169			23153			16800			20000			15809			15809		
FAC MIX PCT	0.48			0.26			0.25			0.04			0.01			1.00		
SALARY FACTOR	1.11			1.05			1.12			1.09			1.15			1.18		

DISCIPLINE: PSYCHOLOGY
MAJOR FIELD: PSYCHOLOGY 420000

AVERAGE SALARY	47857	719	289	36959	609	283	30331	593	280	29244	125	98	24881	48	41	38648	1969	398
HIGH SALARY	96325			60050			52750			39000			50000			96325		
LOW SALARY	20504			20001			18762			20000			16485			16485		
FAC MIX PCT	0.37			0.31			0.30			0.06			0.02			1.00		
SALARY FACTOR	0.95			0.95			0.94			0.94			0.96			0.97		

DISCIPLINE: PROTECTIVE SERVICES
MAJOR FIELD: PROTECTIVE SERVICES 430000

AVERAGE SALARY	53755	36	9	37472	30	17	30686	33	19	29333	6	4	23237	6	6	40108	105	31
HIGH SALARY	72700			57775			44100			40000			29100			72700		
LOW SALARY	35800			23320			18000			18000			17100			17100		
FAC MIX PCT	0.34			0.29			0.31			0.06			0.06			1.00		
SALARY FACTOR	1.07			0.96			0.95			0.95			0.90			1.01		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIAL SCIENCES 450000

AVERAGE SALARY	51564	272	60	36148	229	82	31525	240	76	30703	39	22	25364	40	28	39544	781	123
HIGH SALARY	110000			78808			62935			45000			41400			110000		
LOW SALARY	23045			17171			16327			21000			16260			16260		
FAC MIX PCT	0.35			0.29			0.31			0.05			0.05			1.00		
SALARY FACTOR	1.03			0.93			0.97			0.99			0.98			1.00		

FACULTY SALARY SURVEY

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: ANTHROPOLOGY 450201

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	51213	70	39	39168	77	49	31766	65	44	29702	10	9	29267	4	4	40660	216	85
HIGH SALARY	76000			51650			40300			35500			39009			76000		
LOW SALARY	30772			25900			23292			26000			19285			19285		
FAC MIX PCT	0.32			0.36			0.30			0.05			0.02			1.00		
SALARY FACTOR	1.02			1.00			0.98			0.96			1.13			1.02		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: ECONOMICS 450601

AVERAGE SALARY	64690	251	85	41734	253	105	36542	244	88	32609	36	31	29901	29	22	47077	777	141
HIGH SALARY	110000			64956			50000			41500			44000			110000		
LOW SALARY	25200			20000			19000			19000			19000			19000		
FAC MIX PCT	0.32			0.33			0.31			0.05			0.04			1.00		
SALARY FACTOR	1.29			1.07			1.13			1.05			1.16			1.19		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: GEOGRAPHY 450701

AVERAGE SALARY	50840	35	18	37813	20	15	31574	26	13	28750	4	3	24879	3	3	40848	84	30
HIGH SALARY	89795			45000			37805			32000			30237			89795		
LOW SALARY	27665			29940			24707			25000			15600			15600		
FAC MIX PCT	0.42			0.24			0.31			0.05			0.04			1.00		
SALARY FACTOR	1.01			0.97			0.97			0.93			0.96			1.03		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: HISTORY 450801

AVERAGE SALARY	47208	752	299	37044	489	234	29564	437	234	27531	80	70	24756	50	38	39220	1728	384
HIGH SALARY	100000			60000			62935			41728			36950			100000		
LOW SALARY	15168			20795			13800			18200			17077			13800		
FAC MIX PCT	0.44			0.28			0.25			0.05			0.03			1.00		
SALARY FACTOR	0.94			0.95			0.91			0.89			0.96			0.99		

FACULTY SALARY SURVEY

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: POLITICAL SCIENCE & GOVERNMENT 451001

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS	
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM N/IS
AVERAGE SALARY	50466	438	192	38640	317	166	31203	322	163	29584	59	48	26735	40	35	40707	1117 282
HIGH SALARY	102451			61812			42263			37000			37000			102451	
LOW SALARY	23153			20928			19570			24000			17600			17600	
FAC MIX PCT	0.39			0.28			0.29			0.05			0.04			1.00	
SALARY FACTOR	1.01			0.99			0.96			0.95			1.04			1.03	

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIOLOGY 451101

AVERAGE SALARY	47125	334	191	36807	390	212	30018	324	198	28229	59	48	23566	36	32	37517	1084 325
HIGH SALARY	102850			60750			45770			38000			33000			102850	
LOW SALARY	25756			17846			18537			20000			14250			14250	
FAC MIX PCT	0.31			0.36			0.30			0.05			0.03			1.00	
SALARY FACTOR	0.94			0.94			0.93			0.91			0.91			0.95	

DISCIPLINE: VISUAL & PERFORMING ARTS
MAJOR FIELD: VISUAL AND PERFORMING ARTS 500000

AVERAGE SALARY	46347	201	64	36396	241	80	29640	263	84	28189	28	20	24896	44	25	36018	749 119
HIGH SALARY	76200			60102			44310			37553			39337			76200	
LOW SALARY	25600			23000			11225			12000			16550			11225	
FAC MIX PCT	0.27			0.32			0.35			0.04			0.06			1.00	
SALARY FACTOR	0.92			0.93			0.91			0.91			0.96			0.91	

DISCIPLINE: VISUAL & PERFORMING ARTS
MAJOR FIELD: DRAMATIC ARTS 500501

AVERAGE SALARY	46441	137	84	35611	196	118	29131	214	130	27512	37	30	26215	47	35	35031	594 200
HIGH SALARY	89075			53611			43737			36000			42474			89075	
LOW SALARY	26860			21840			19620			22700			12150			12150	
FAC MIX PCT	0.23			0.33			0.36			0.06			0.08			1.00	
SALARY FACTOR	0.93			0.91			0.90			0.89			1.02			0.88	

FACULTY SALARY SURVEY

DISCIPLINE: VISUAL & PERFORMING ARTS
MAJOR FIELD: DRAWING 500705

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		INSTRUCTOR		ALL RANKS	
	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS
AVERAGE SALARY	43879	288 145	34281	281 166	28630	313 160	26882	47 40	24408	57 47	34741	939 265
HIGH SALARY	73525		50700		44431		34246		38390		73525	
LOW SALARY	21300		17917		18180		19040		12000		12000	
FAC MIX PCT	0.31		0.30		0.33		0.05		0.06		1.00	
SALARY FACTOR	0.87		0.88		0.88		0.87		0.95		0.88	

DISCIPLINE: VISUAL & PERFORMING ARTS
MAJOR FIELD: MUSIC, GENERAL 500901

AVERAGE SALARY	42569	555 215	34045	621 245	28707	530 231	27929	63 46	24221	124 89	34418	1830 341
HIGH SALARY	77707		57255		51000		42000		36632		77707	
LOW SALARY	21500		17846		15107		19025		13333		13333	
FAC MIX PCT	0.30		0.34		0.29		0.03		0.07		1.00	
SALARY FACTOR	0.85		0.87		0.89		0.90		0.94		0.87	

DISCIPLINE: ALL DISCIPLINE AVERAGES
MAJOR FIELD: ALL MAJOR FIELDS

AVERAGE SALARY	50187	15202	39005	14157	32426	14862	31037	2260	25804	3043	39683	47264
HIGH SALARY	141500		123330		80350		65000		78700		141500	
LOW SALARY	14118		10173		11225		12000		5906		5906	
FAC MIX PCT	0.32		0.30		0.31		0.05		0.06		1.00	
SALARY FACTOR	1.00		1.00		1.00		1.00		1.00		1.00	

APPENDIX B

LIST OF PARTICIPATING INSTITUTIONS

	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91
Abilene Christian University (TX)		*	*		*	*	*	*	*
Academy of the New Church (The) (PA)							*		
Adelphi University (NY)	*		**	**			**	**	**
Adrian College (MI)		*						**	**
Agnes Scott College (GA)			*	*		*	*	*	*
Alabama Christian College (AL)	*								
Alaska Pacific University (AK)						*	*	*	
ALBERTUS MAGNUS COLLEGE (CT)	*	*	*	*	*	*	*	*	*
Albion College (MI)		*			*	*	*	*	*
Alderson-Broaddus College (WV)		*	*	*					
Alfred University (NY)	*	*	*	*	*		*	*	*
Allegheny College (PA)				*	*	*	*	*	
Allentown College of St. Francis de Sales (PA)	*		*	*	*	*	*	*	*
Alliance College (PA)				*	*				
ALMA COLLEGE (MI)	*	*	*	*	*	*	*	*	*
Alvernia College (PA)						*	*	*	*
Alverno College (WI)	*	*	*	*		*	*	*	*
Amber University (TX)									*
American College, The (PA)		*	*	*	*	*			
American Graduate School of International Management (AZ)	*		*			*	*		
American Technological University (TX)	*		*	*	*	*	*		
AMERICAN UNIVERSITY, THE (DC)	*	*	*	*	*	*	*	**	*
Amherst College (MA)			*	*	*	*	*	*	*
Ana G. Mendez Educational Foundation (PR)					*				
Anderson University (IN)									*
Andover Newton Theological School (MA)			*	*	*	*	*		*
ANNA MARIA COLLEGE (MA)	*	*	*	*	*	*	*	*	*
Antillian College (PR)					*				
Antioch College (OH)								*	
Appalachian Bible College (WV)			*						
AQUINAS COLLEGE (MI)	*	*	*	*	*	*	*	*	*
Aquinas Institute (MO)				*	*	*			
Arkansas College (AR)		*	*	*	*	*	*	*	*
Armstrong College (CA)								*	*
Art Academy of Cincinnati (OH)			*					*	
Asbury College (KY)		*	*	*	*	*	*	*	
Ashland University (OH)					*		*	*	*
Assumption College (MA)		*		*			*	*	*

Those institutions listed in CAPITAL LETTERS have participated in each of the nine years of the survey.

** The "double star" symbol denotes those participating institutions which have collective bargaining contracts (CBCs) with their faculties. Even though many of the participating institutions may have had CBCs previously, this information was not annually requested until the 1984-85 survey, and, has been continued each year since.

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91
Atlanta University, The (GA)			*						
Barton College	*				*				
Augsburg College (MN)		*	*	*	*				
Augustana College (IL)			*	*	*	*	*	*	*
Augustana College (SD)	*	*							
Aurora University (IL)	*	*	*	*	*	*		*	*
Austin College (TX)			*		*	*			*
Austin Presbyterian Theological Seminary (TX)			*		*	*	*		
Averett College (VA)	*	*	*	*	*	*	*		*
AVILA COLLEGE (MO)	*	*	*	*	*	*	*	*	*
AZUSA PACIFIC UNIVERSITY (CA)	*	*	*	*	*	*	*	*	*
Babson College (MA)	*	*	*	*	*	*		*	*
Baker College (MI)									*
Baker College of Muskegon (MI)									*
Baker University (KS)	*		*	*					
Baldwin-Wallace College (OH)				*	*	*	*	*	*
Baltimore Hebrew University (MD)								*	
Bangor Theological Seminary (ME)									*
Baptist Bible Institute (FL)				*					
Barber Scotia College (NC)									*
Bard College (NY)		*	**	**	**	**		**	
Barnard College (NY)	*	*		*	*	*	*		
Barrington College (RI)		*							
BARRY UNIVERSITY (FL)	*	*	*	*	*	*	*	*	*
Bartlesville Wesleyan College (OK)				*	*				
Beaver College (PA)		*	*	*	**	*		*	*
Belhaven College (MS)						*			
Bellarmine College (KY)	*	*		*	*	*	*	*	*
Bellevue College (NE)					*	*	*	*	*
Belmont Abbey College (NC)				*	*	*	*		
Belmont College (TN)									*
Beloit College (WI)		*					**		
Benedict College (SC)	*	*	*						*
Benedictine College (KS)		*	*		*	*	*	*	*
Bennett College (NC)	*	*	*	*		*		*	
Bennington College (VT)						*			
Bentley College (MA)	*	*	*			*	*	*	*
Berea College (KY)									*
Berklee College of Music (MA)						**		**	
Berkshire Christian College (MA)			*						
Berry College (GA)	*						*	*	
Bethany College (KS)		*	*	*					*
Bethany College (WV)				*	*	*	*		*
Bethany Nazarene College (OK)		*	*						
Bethany Theological Seminary (IL)			*	*	*				
Bethel College (IN)		*				*		*	*
Bethel College (KS)	*	*		*			*	*	
Bethel College (MN)		*		*		*	*	*	*
Bethel College (TN)		*							
Bethel Theological Seminary (MN)						*			
Bethune-Cookman College (FL)	*	*	*	*	*		*	*	
Biola University (CA)	*	*	*	*	*	*	*		
Birmingham-Southern College (AL)		*	*	*	*	*	*	*	*

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91
Bishop Clarkson College (NE)									*
Bishop College (TX)	*	*	*	*	*				
Blackburn University (IL)		*							*
Blessing/Rieman College of Nursing (IL)								*	
Bloomfield College (NJ)	*	*		***			***		***
Bluefield College (VA)						*	*	*	*
Bluffton College (OH)		*	*	*					
Boricua College (NY)		*							
Boston College (MA)		*	*	*	*	*			*
Boston Conservatory, The (MA)							*		
Boston University (MA)	*	*		*	*	*	*	*	
Bradford College (MA)						*		*	*
BRADLEY UNIVERSITY (IL)	*	*	*	*	*	*	*	*	*
Brandeis University (MA)								*	
Brenau College (GA)								*	
Brescia College (KY)						*		*	*
BRIAR CLIFF COLLEGE (AL)	*	*	*	*	*	*	*	*	*
BRIDGEWATER COLLEGE (VA)	*	*	*	*	*	*	*	*	*
Brigham Young University (UT)			*		*	*	*	*	*
Bryan College (TN)	*			*					
Bryant College (RI)		*	***	***	***	***	***	***	
Bryn Mawr College (PA)		*	*	*	*	*		*	*
BUCKNELL UNIVERSITY (PA)	*	*	*	*	*	*	*	*	*
Buena Vista College (IA)			*					*	*
Butler University (IN)		*	*	*	*	*	*	*	*
Cabrini College (PA)				***	***	***	***	***	***
Caldwell College (NJ)								*	*
California Baptist College (CA)	*	*							*
California Lutheran College (CA)			*						
California School of Professional Psychology (CA)				*					*
Calumet College (IN)				*					
Calvary Bible College (MO)					*				
Calvin College (MI)	*		*		*		*		*
Calvin College and Seminary (MI)						*	*	*	
Campbellsville College (KY)			*		*	*			
Canisius College (NY)	*	*	*		*	*	*	*	*
Capital University (OH)	*	*	*		*		*	*	*
Capitol College (MD)							*		*
Capitol Institute of Technology (MD)			*	*	*	*			
Cardinal Glennon College (MO)				*					
Cardinal Stritch College (WI)								*	
Caribbean University College (PR)						*	*	*	
Carlow College (PA)				*			*	*	
Carnegie Mellon University (PA)	*		*	*	*	*			
Carroll College (MT)		*	*		*	*	*	*	
Carroll College (WI)			*	*	***	*		*	*
Carson-Newman College (TN)					*	*			
Case Western Reserve University (OH)			*						
Catawba College (NC)		*	*	*	*			*	*
Catholic Theological Union (IL)			*	*	*	*	*	*	*
Catholic University of America, The (DC)			*	*	*	*	*	*	***
Catholic University of Puerto Rico (PR)	*		*	*	*	*	*		
Cazenovia College (NY)								*	

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91
Cedar Crest (PA)	*	*	*	*	*	*	*	*	
Cedarville College (OH)	*	*	*	*	*	*		*	
Centenary College (NJ)	*	*			*	*			
Centenary College of Louisiana (LA)						*		*	
Center for Creative Studies-College of Art & Design (MI)		*							*
Central Baptist College (AR)									*
Central Christian College of the Bible (MO)				*					
CENTRAL COLLEGE (IA)	*	*	*	*	*	*	*	*	*
Central Methodist College (MO)					*		*	*	
Central New England College of Technology (MA)					*				
Central Wesleyan College (SC)		*		*	*	*	*	*	*
Chaminade University of Honolulu (HI)	*	*	*	*		*			
Chapman College (CA)			*				*		
Charleston Southern University (SC)			*					*	*
Chatham College (PA)					*			*	
Chicago Theological Seminary (IL)				*	*	*	*		*
Christ College Irvine (CA)				*		*		*	
Christ Seminary--Seminex (IL)				*	*	*			
Christian Broadcasting Network University (VA)						*			
Christian Brothers University (TN)		*	*	*	*	*	*	*	*
Christian Heritage College (CA)						*	*	*	
Christian Theological Seminary (IN)			*	*				*	*
Church Divinity School of the Pacific (CA)				*	*	*	*		*
Church of God School Of Theology (TN)									*
Cincinnati Bible College and Seminary (OH)								*	
Claflin College (SC)			*						
Claremont Graduate School (CA)			*			*	*		
Claremont McKenna College (CA)			*		*				
Clark College (GA)			**	*					
Clark University (MA)	*	*	*	*	*	*		*	
Clarke College (IA)	*		*			*	*	*	*
Clarkson University (NY)	*		*	*	*	*	*		*
Clear Creek Baptist Bible College (KY)									*
Clearwater Christian College (FL)						*		*	
Coe College (IA)		*					*		
Cogswell Polytechnical College (CA)		*	*		*	*	*	*	
Coker College (SC)			*		*	*	*	*	*
Colby College (ME)	*								*
Colby-Sawyer College (NH)								*	*
Colgate University (NY)	*	*	*			*			
College Misericordia (PA)	*	*	*	*			*	*	*
College of Associated Arts (MN)								*	
College of Great Falls (MT)		*	*	*		*	*		*
College of Idaho, The (ID)		*	*	*	*				
College of Mount Saint Vincent (NY)		*	*	*	*	*		*	*
College of Mount St. Joseph (OH)	*		*	*	*	*	*	*	
College of New Rochelle (NY)		*	*	*	*				
College of Notre Dame (CA)	*	*	*	*	*				*
College of Notre Dame of Maryland (MD)				*	*		*	*	
College of Our Lady of the Elms (MA)					**				
College of Saint Benedict (MN)			*	*		*	*	*	*
College of Saint Elizabeth (NJ)		*	*	*	*	*	*		*

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91
College of Saint Mary (NE)				*	*	*		*	*
College of Saint Rose, The (NY)	*	*	*	*		*	*	*	*
College of Saint Teresa (MN)	*					*			
College of Santa Fe (The) (NM)							*	*	*
College of St. Catherine (MN)	*		*					*	*
College of St. Joseph (VT)			*	*	*	*	*		*
COLLEGE OF ST. SCHOLASTICA (MN)	*	*	*	*	*	*	*	*	*
College of St. Thomas (MN)					*			*	
College of The Atlantic (ME)						*			
COLLEGE OF THE HOLY CROSS (MA)	*	*	*	*	*	*	*	*	*
College of the Southwest (NM)							*		*
College of Wooster, The (OH)	*	*	*		*	*	*	*	
Colorado Christian College (CO)							*		
Colorado Technical College (CO)						*			
Columbia Bible College and Seminary (SC)	*		*			*	*	*	*
Columbia Christian College (OR)			*						
Columbia College (MO)	*	*	*	*	*	*	*		*
Columbia College (SC)		*							*
Columbia Theological Seminary (GA)						*	*	*	*
Columbia University in the City of New York (NY)			*						
Concordia College (IL)						*	*	*	
Concordia College (MI)		*	*	*	*	*	*		
Concordia College (MN)	*		*	*	*	*	*	*	
Concordia College (NY)			*	*	*	*		*	*
Concordia College (OR)			*			*			
Concordia Seminary (MO)	*		*		*	*	*		*
Concordia Teachers College (NE)					*	*	*	*	*
Concordia University Wisconsin (WI)			*	*	*	*	*		*
Connecticut College (CT)					*				
Converse College (SC)	*		*	*		*			
Cooper Union, The (NJ)								**	
Cooper Union for the Advancement of Science and Art, The (NY)			*	*	*	**	**	**	
Cornell College (IA)			*	*	*	*	*	*	*
Cornell University (NY)			*	*	*	*	*		
Cottey College (MO)							*		
Covenant College (GA)			*	*	*		*	*	
Creighton University (NE)	*	*	*	*		*	*	*	*
Culver-Stockton College (MO)		*							
Curry College (MA)		*	*	**		**			
D'YOUVILLE COLLEGE (NY)	*	*	**	**	**	**	**	**	**
Dakota Wesleyan University (SD)	*			*				*	*
Dallas Baptist College (TX)			*						
Dallas Theological Seminary (TX)	*		*					*	*
Daniel Webster College (NH)					*		*	*	*
Dartmouth College (NH)		*							
David Lipscomb College (TN)			*		*		*	*	*
Davidson College (NC)							*	*	*
Davis & Elkins College (WV)	*	*	*	*		*		*	*
De Sales School of Theology (DC)			*	*	*				
DEFIANCE COLLEGE, THE (OH)	*	*	*	*	*	*	*	*	*
Delaware Valley College (PA)						*	*		
DEPAUL UNIVERSITY (IL)	*	*	*	*	*	*	*	*	*
DePauw University (IN)		*	*	*	*		*		

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91
DeVRY Inc. (IL)				*	*				
DICKINSON COLLEGE (PA)	*	*	*	*	*	*	*	*	*
Dillard University (LA)								*	
Divine Word College (IA)			*		*				
Doane College (NE)	*	*		*	*	*	*	*	*
Dominican College of Blauvelt (NY)				*	*	*	*	*	*
Dominican College of San Rafael (CA)		*							
Dominican School of Philosophy & Theology (CA)						*			
Don Bosco College (NJ)		*				*			
Dordt College, Inc. (IA)	*	*	*		*	*	*	*	*
Dowling College (NY)	*				**		**		
DRAKE UNIVERSITY (IA)	*	*	*	*	*	*	*	*	*
DREW UNIVERSITY (NJ)	*	*	*	*	*	*	*	*	*
Drexel University (PA)							*	*	*
Drury College (MO)	*				*	*	*	*	*
Duke University (NC)			*	*					
Duquesne University (PA)	*	*	*			*	*	*	*
Earlham College (IN)					*	*	*	*	
East Texas Baptist University (TX)	*	*	*						
Eastern College (PA)		*			*				*
Eastern Baptist Theological Seminary, The (PA)						*			
Eastern Mennonite College and Seminary (VA)			*	*	*	*	*	*	*
ECKERD COLLEGE (FL)	*	*	*	*	*	*	*	*	*
Eden Theological Seminary (MO)			*			*	*		*
Edgewood College (WI)						*	*	*	*
Edward Waters College (FL)	*								
Elizabethtown College (PA)						*	*	*	*
Elmhurst College (IL)		*	*	*	*	*	*	*	*
Elmira College (NY)	*		*	*	*	*		*	*
Elms College (MA)		*	*	*		*	*		
Elon College (NC)		*	*						
Embry-Riddle Aeronautical University (AR)						*			
Embry-Riddle Aeronautical University (FL)			*		*	*	*	*	*
Emerson College (MA)			**	**	**	**	**	**	**
Emmanuel College (GA)									*
Emmanuel College (MA)		*		**					
Emory & Henry College (VA)	*	*	*		*	*	*	*	*
Emory University (GA)				*	*	*			
Endicott College (MA)							**		**
Episcopal Divinity School (MA)			*						
Episcopal Theological Seminary, of the Southwest, The (TX)					*	*			
Erskine College (SC)		*	*	*	*				
Eureka College (IL)					*	*	*	*	
Evangel College (MO)	*	*							
Evangelical School of Theology (PA)						*			
Fairfield University (CT)			*	**	**	**	**	**	**
Fairleigh Dickinson University Hackensack (NJ)							*		*
Fairleigh Dickinson University Madison (NJ)				**					
Fairleigh Dickinson University Rutherford (NJ)				**	**	*			
Fairleigh Dickinson University Teaneck (NJ)				**					
Faith Baptist Bible College & Theological Seminary (IA)				*	*		*	*	

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91
Felician College (NJ)				*				*	
Ferrum College (VA)	*	*	*	*	*			*	*
Flagler College (FL)			*						
Florida Christian College (FL)								*	
Florida Memorial College (FL)					*				
Fontbonne College (MO)	*	*	*	*	*	*		*	*
Fordham University (NY)		*	*		*	*			
Franciscan University of Steubenville (OH)								*	
Franklin and Marshall College (PA)		*	*	*	*	*	*	*	*
Franklin College of Indiana (IN)	*	*	*					*	
Franklin Pierce College (NH)			**	**			**	**	**
Freed-Hardeman University (TN)									*
Friends University (KS)						*			*
Fuller Theological Seminary (CA)									*
Fundacion Educativa Ana G. Mendez (PR)									*
Furman University (SC)	*	*	*	*	*		*	*	*
Gallaudet University (DC)	*		*	*	*				
Gannon University (PA)	*	*			*		*		
Gardner-Webb College (NC)					*		*		*
Garrett-Evangelical Theological Seminary (IL)			*	*	*	*			
General Theological Seminary, The (NY)									*
Geneva College (PA)		*	*						
George Fox College (OR)				*	*	*	*	*	*
GEORGE WASHINGTON UNIVERSITY, THE (DC)	*	*	*	*	*	*	*	*	*
George Williams College (IL)	*	*	*						
Georgetown College (KY)	*		*	*		*	*	*	
GEORGETOWN UNIVERSITY (DC)	*	*	*	*	*	*	*	*	*
Georgian Court College (NJ)	*		*	*	*	*	*	*	*
Gettysburg College (PA)					*	*	*		*
GMI Engineering & Management Institute (MI)			*		*	*	*	*	
Golden Gate Baptist Theological Seminary (CA)					*	*			
Golden Gate University (CA)					*		*		*
Goldey Beacom College (DE)					*				
Gonzaga University (WA)		*	*	*	*	*	*	*	*
Gordon College (MA)	*		*			*	*	*	*
Gordon-Conwell Theological Seminary (MA)			*		*	*	*	*	
Goshen College (IN)	*	*	*			*		*	*
Goucher College (MD)	*	*	*						
Grace Bible College (MI)			*						
Grace College of the Bible (NE)			*		*				
Grace College & Theological Seminary (IN)			*		*		*	*	*
Grace Schools, Inc. (IN)	*								*
Graceland College (IA)	*	*	*	*	*				*
Graduate Theological Union (CA)							*		
Grand Canyon Univeristy (AZ)				*	*				*
Grand View College (IA)			*	*	*	*	*	*	
Gratz College (PA)			**					**	
Great Lakes Bible College (MI)						*	*	*	*
Green Mountain College (VT)						*	*		
Greensboro College (NC)		*		*	*	*	*		
Griffin College (WA)							*		
Grinnell College (IA)				*	*	*	*		*
Guilford College (NC)		*	*	*	*			*	**
Gulf Coast Bible College (TX)			*						
Gustavus Adolphus College (MN)					*				

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91
Gwynedd-Mercy College (PA)	*								
Hahnemann University (PA)			*				*		
Hamilton College (NY)	*			*			*		
Hamline University (MN)	*	*		*	*		*	*	*
Hampden-Sydney College (VA)						*	*		
Hampshire College (MA)	*						*		
Hampton University (VA)	*			*	*	*	*	*	*
Hannibal-LaGrange College (MO)				*		*	*		*
Hanover College (IN)	*	*	*	*					
Harding University Grad. School of Religion (TN)									*
Hartford College for Women (CT)			*						*
Hartwick College (NY)	*	*	*	*	*	*	*		*
Hastings College (NE)	*			*		*	*	*	*
Haverford College (PA)	*								
Hawaii Loa College (HI)		*			*	*			
Hawaii Pacific College (HI)					*			*	
Hebrew College (MA)								*	
HEIDELBERG COLLEGE (OH)	*	*	*	**	*	*	*	*	*
Hellenic College, Inc. (MA)				*					
Hendrix College (AR)				*					
High Point College (NC)	*	*	*			*	*		
Hilbert College (NY)									*
Hiram College (OH)	*				*			*	
Hobart and William Smith Colleges (NY)					*	*	*		*
Hofstra University (NY)								**	**
Hollins College (VA)			*	*					
Holy Family College (PA)	*			*		*	*	*	*
Holy Names College (CA)					*	*	*	*	*
Hood College (MD)	*	*	*	*	*			*	
Hope College (MI)	*	*	*	*	*	*			*
Houghton College (NY)				*	*		*		*
Houston Baptist University (TX)					*	*			
Howard Payne University (TX)		*						*	
Howard University (DC)				*			**	*	
Huntington College (IN)	*	*	*		*				
Huron College (SD)				*			*		
Husson College (ME)	*	*	*	*	*	*			*
Huston-Tillotson College (TX)		*	*	*	*			*	
Illinois Benedictine College (IL)	*	*	*	*	*	*	*		
Illinois College (IL)		*	*		*	*			
Illinois College of Optometry (IL)	*								
Illinois Institute of Technology (IL)			*	*	*	*	*		
Illinois Wesleyan University (IL)						*	*		
Immaculata College (PA)	*	*	*	*	*	*	*		*
Incarnate Word College (TX)				*	*		*		
Indiana Central University (IN)				*					
Inter American University of Puerto Rico --Barranquitas (PR)									*
Inter American University of Puerto Rico -- Fajardo (PR)									*
Inter American University of Puerto Rico --Metropolitan campus (PR)		*							
Inter American University of Puerto Rico --San German (PR)			*	*	*	*			

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91
Inter American University of Puerto Rico at San Juan (PR)			★		★				
Interdenominational Theological Center (GA)					★			★	
Iona College (NY)	★	★	★	★	★	★		★	★
Iowa Wesleyan College (IA)				★	★	★			
ITHACA COLLEGE (NY)	★	★	★	★	★	★	★	★	★
Jacksonville University (FL)	★	★		★					
Jamestown College (ND)						★			★
Jarvis Christian College (TX)		★		★			★	★	★
Jesuit School of Theology at Berkeley (CA)			★				★		
Jewish Theological Seminary of America, The (NY)							★		
John B. Stetson University (FL)	★	★	★						
John Brown University (AR)		★				★★	★★		
JOHN CARROLL UNIVERSITY (OH)	★	★	★	★	★	★	★	★	★
John F. Kennedy University (CA)				★					
John Wesley College (NC)							★		
Johns Hopkins University, The (MD)		★		★	★	★	★	★	
Johnson C. Smith University (NC)		★	★		★				★
Judson College (AL)						★	★	★	
Judson College (IL)		★	★	★		★	★		★
Juniata College (PA)					★		★	★	★
Kalamazoo College (MI)	★		★	★	★	★	★	★	★
Kansas City Art Institute (MO)									★
Kansas Wesleyan (KS)		★	★		★				
Kentucky Wesleyan College (KY)	★	★		★★					
Kenyon College (OH)		★	★	★	★	★	★	★	★
Keuka College (NY)		★		★			★		
King College (TN)			★						
King's College (PA)	★	★	★	★	★	★		★	★
King's College, The (NY)				★					★
Knoxville College (TN)					★				
LA ROCHE COLLEGE (PA)	★	★	★	★	★	★	★	★	★
La Salle University (PA)						★	★	★	
Lafayette College (PA)	★	★	★	★			★		
LaGrange College (GA)	★	★	★						★
Lake Erie College (OH)						★	★	★	
Lake Forest College (IL)				★		★		★	
Lakeland College (WI)	★	★	★	★			★	★	★
Lambuth College (TN)	★	★	★	★				★	★
Lancaster Bible College (PA)			★	★		★	★		★
Lane College (TN)									★
Lawrence University (WI)						★			
Le Moyne College (NY)			★	★	★	★	★		★
Le Tourneau College (TX)	★	★	★		★	★	★	★	★
Lebanon Valley College (PA)			★	★	★	★	★	★	★
Lee College (TN)							★		★
Lees-McRae College (NC)									★
Lehigh University (PA)	★				★				
Lenoir-Rhyne College (NC)				★		★	★	★	
Lewis & Clark College (OR)			★	★	★	★	★	★	★
Lewis University (IL)	★			★	★				
Lexington Theological Seminary (KY)				★	★	★			
Liberty University (VA)		★			★				
L.I.F.E. Bible Co. (CA)							★		

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91
Limestone College (SC)		*		*		*	*	*	*
Lincoln Christian College and Seminary (IL)					*	*			
Lincoln Memorial University (TN)	*	*	*	*	*			*	*
Lindsey Wilson College (KY)							*	*	*
Linfield College (OR)	*		*	*	*	*	*	*	*
Livingston College (NC)									*
Loma Linda University (CA)	*	*							*
Long Island University (NY)			**	**	**	**	**		
Loras College (IA)			*	*	*	*	*	*	*
Loretto Heights College (CO)		*							
Louisiana College (LA)				*	*		*	*	
Louisville Presbyterian Theological Seminary (KY)			*	*	*	*	*		
LOYOLA COLLEGE IN MARYLAND (MD)	*	*	*	*	*	*	*	*	*
Loyola Marymount University (CA)		*				*	*	*	*
Loyola University (LA)								*	*
Lubbock Christian University (TX)		*	*	*	*		*		*
LUTHER COLLEGE (IA)	*	*	*	*	*	*	*	*	*
Lutheran Theological Seminary at Gettysburg (PA)					*			*	
Lutheran Theological Southern Seminary (SC)						*			
LYCOMING COLLEGE (PA)	*	*	*	*	*	*	*	*	*
Lynchburg College (VA)		*	*	*	*	*	*	*	*
Macalester College (MN)			*						
MacMurray College (IL)		*							
Madonna College (MI)				*	*	*	*	*	*
Mallinkrodt College of the North Shore (IL)							*		
Malone College (OH)	*	*	*		*		*	*	*
Manhattan Christian College (KS)			*	*	*			*	*
Manhattan College (NY)			*					*	*
Manhattanville College (NY)		*	*		*	*	*	*	
M ian College (IN)						*	*		
rian College of Fond du luc (WI)								*	*
arietta College (OH)					*		*	*	
Marist College (NY)	*	*	*	**	**		**	**	**
Marquette University (WI)							*	*	
Mars Hill College (NC)	*			*	*	*	*	*	*
Martin Methodist College (TN)							*		
MARY BALDWIN COLLEGE (VA)	*	*	*	*	*	*	*	*	*
Mary Crest College (IA)						*		*	*
Marygrove College (MI)	*			*					
Maryknoll School of Theology (NY)			*	*	*	*	*		*
MARYMOUNT COLLEGE (NY)	*	*	*	**	**	**	**	**	**
Marymount College of Kansas City (KS)							*		
Marymount College, Palos Verdes (CA)							*		*
Marymount Manhattan College (NY)	*	*	*	*	*		*		
Marymount University (VA)					**		**		
Maryville College (TN)	*	*	*	*	*	*	*		
Maryville College St. Louis (MO)	*	*	*			*	*	*	*
MARYWOOD COLLEGE (PA)	*	*	*	*	*	*	*	*	*
Massachusetts College of Pharmacy and Allied Health Sciences (MA)				*	*				
Massachusetts Institute of Technology (MA)			*		*	*	*		*
McKendree College (IL)	*		*	*	*				

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91
McMurray College (TX)	*								
McPherson College (KS)		*	*	*		*	*	*	*
Meadville Theological School of Lombard College (IL)					*				
Medaille College (NY)									*
Medical College of Wisconsin (WI)	*								
Memphis Theological Seminary (TN)					*	*	*	*	*
Menlo College (CA)									*
Mennonite Brethren Biblical Seminary (CA)			*	*					
Mercer University (GA)			*	*	*			*	*
Mercy College (NY)		*			*		*	*	*
Mercy College of Detroit (MI)	*	*	*	*	*	*	*	*	
Mercyhurst College (PA)			*	*		*	*		
Meredith College (NC)	*	*		*	*	*	*	*	*
MERRIMACK COLLEGE (MA)	*	*	*	*	*	*	*	*	*
Michigan Christian College (MI)								*	
Mid-America Bible College (OK)					*				
Mid-America Nazarene College (KS)	*								
Mid-Continent Baptist Bible College (KY)									*
Mid-South Bible College (TN)					*	*			
Midland Lutheran College (NE)	*			*	*	*	*		*
Midway College (KY)									*
Midwestern Baptist Theological Seminary (MO)								*	
Milligan College (TN)								*	*
Millikin University (IL)	*	*	*	*	*		*	*	*
Mills College (CA)		*						*	*
Millsaps College (MS)				*	*		*		
Milwaukee School of Engineering (WI)			*	*	*	*			
Minneapolis College of Art and Design (MN)	*		*	*				*	
Minnesota Bible College (MN)			*						
Missouri Baptist College (MO)			*	*	*		*	*	
Missouri Valley College (MO)						*			
Mitchell College (CT)							**		
Mobile College (AL)								*	*
Molloy College (NY)	*	*		*	*	*			
Monmouth College (NJ)	*	*			**	**	**	**	**
Monterey Institute of International Studies (CA)				*					
Montreat-Anderson College (NC)							*		*
Moody Bible Institute (IL)									*
MORAVIAN COLLEGE (PA)	*	*	*	*	*	*	*	*	*
Morningside College (IA)		*		*	*	*			*
Morris Brown College (GA)	*	*		*	*			*	
Mount Marty College (SD)	*	*	*	*	*				
MOUNT MARY COLLEGE (WI)	*	*	*	*	*	*	*	*	*
Mount Mercy College (IA)	*		*	*	*	*	*	*	*
Mount Saint Mary's College (MD)		*	*		*	*	*	*	
Mount Senario College (WI)		*	*			*			
Mount St. Clare College (IA)		*	*		*	*	*	*	
Mount St. Mary's College (CA)	*			*		*	*	*	
Mount Union College (OH)					*	*	*	*	*
Mount Vernon College (DC)	*	*	*	*	*		*	*	*
Mount Vernon Nazarene College (OH)				*		*	*	*	*

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91
Mt. Angel Seminary (OR)					*	*			
Mulhenberg College (PA)							*	*	*
Mundelein College (IL)	*	*							
Muskegon College (MI)							*		
Muskingum College (OH)		*		*	*	*	*	*	*
Nashotah House (WI)									*
National College (SD)								**	
National College of Education (IL)						*			
Nazarene Theological Seminary (MO)			*	*	*	*	*	*	*
NAZARETH COLLEGE (MI)	*	*	*	*	*	*	*	*	*
Nazareth College of Rochester (NY)		*	*		*				
Nebraska Wesleyan University (NE)	*								
Neumann College (PA)		*	*	*	*	*	*	*	*
New Brunswick Theological Seminary (NJ)			*						*
New England College (NH)			*	*			*	*	*
New England Institute of Technology (RI)						*			
New Hampshire College (NH)							*	*	*
New York Institute of Technology (NY)					**	**	**		
New York Theological Seminary (NY)				*		*			*
Newberry College (SC)		*	*	**					
Niagara University (NY)						**	**		**
Nichols College (MA)			*						
North Carolina Wesleyan College (NC)	*	*				*			
North Central College (IL)		*	*	*	*	*	*	*	*
North Park College and Theological Seminary (IL)	*	*	*	*		*			
Northeastern Bible College (NJ)					*				
Northeastern College (MN)									*
Northeastern University (MA)			*		*	*		*	*
Northern Baptist Theological Seminary (IL)				*			*		
Northland College (WI)				**	**	**	*	**	**
Northrop University (CA)			*	*		*			*
Northwest Bible College (ND)					*				
Northwest Christian College (OR)					*				
Northwest College (WA)									*
Northwest Nazarene College (ID)					*				*
Northwestern College (IA)		*	*	*	*	*	*	*	*
Northwestern College (MN)	*	*	*	*	*		*	*	
Northwestern University (IL)		*							
Norwich University (VT)		*		*	*	*	*	*	*
Notre Dame College (NH)	*		*		*			*	
Notre Dame College (OH)			*	*	*	*		*	*
Notre Dame Seminary (LA)					*			*	
Nyack College (NY)							*		
Oakwood College (AL)			*	*	*	*	*		*
Oberlin College (OH)					*	*	*		
Occidental College (CA)								*	*
Oglethorpe University (GA)	*			*	*				*
Ohio Dominican College (OH)	*		*						
Ohio Northern University (OH)		*		*	*		*	*	*
Ohio Wesleyan (OH)									*
Oklahoma Baptist University (OK)	*	*	*	*	*	*			*
Oklahoma Christian University (OK)		*	*	*					*
Oklahoma City University (OK)								*	

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91
Olivet College (MI)			*				*	*	*
Olivet Nazarene College (IL)	*						*		*
Open Bible College (IA)			*						
Oregon Graduate Center (OR)						*		*	
Ottawa University (KS)		*		*	*	*	*	*	*
Otterbein College (OH)		*	*		*	*	*	*	
Ouachita Baptist University (AK)								*	
Our Lady of Holy Cross College (LA)		*	*	*	*		*	*	*
Our Lady of the Lake University (TX)	*			*	*	*		*	*
Pace University (NY)						*	*		*
Pacific Christian College (CA)				*					
Pacific Lutheran University (WA)	*								*
Pacific Union College (CA)								*	*
Pacific University, College of Arts and Sciences (OR)	*							*	
Paine College (GA)	*				*			*	
Palm Beach Atlantic College (FL)		*			*	*	*	*	*
Park College (MO)	*	*		**	**			**	**
Parks College of St. Louis University (IL)				*	*			*	*
Patten College (CA)			*		*				
Pennsylvania College of Optometry (PA)	*								
Pepperdine University (CA)	*		*	*	*	*	*	*	*
Pfeiffer College (NC)			*				*		
Philander Smith College (AR)									*
Philadelphia College of Art (PA)				*					
Philadelphia College of Bible (PA)			*		*				
Philadelphia College of Performing Arts (PA)				*					
Philadelphia College of Textiles and Science (PA)				*			*	*	
Phillips University (OK)	*	*	*	*		*			
Piedmont Bible College (NC)					*				
Piedmont College (GA)				*	*	*	*	*	
Pikeville College (KY)		*	*	*	*	*	*	*	*
Pine Manor College (MA)									*
Pittsburgh Theological Seminary (PA)				*		*			*
Point Loma Nazarene College (CA)	*	*	*	*		*	*		
Point Park College (PA)	*						*	*	*
Polytechnic University (NY)			*	*	*	*		*	
Pomona College (CA)								*	
Post College (CT)	*		*				*		
Pratt Institute (NY)					**	**			
Presbyterian College (SC)	*	*		*	*	*	*	*	*
Presbyterian School of Christian Education (VA)			*	*	*		*		
Princeton Theological Seminary (NJ)	*			*		*			*
Principia College (IL)	*		*	*	*	*	*	*	*
Providence College (RI)					**		**		**
Queens College (NC)		*			*				
Quincy College (IL)		*	*	*	*		*	*	*
Quinnipiac College (CT)	*	*	**	**		**			**
Randolph-Macon College (VA)	*	*	*	*			*	*	*
Randolph-Macon Woman's College (VA)	*		*	*	*	*		*	*
Reed College (OR)		*	*	*	*	*	*	*	*
Reformed Bible College (MI)			*	*	*	*	*	*	*
Reformed Theological Seminary (MS)				*		*	*		*

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91
Regent University (VA)									*
Regis College (CO)	*	*	**	**			**	**	**
Regis College (MA)	*	*		*	*	*	*	*	*
Reinhardt College (GA)									*
Rensselaer Polytechnic Institute (NY)	*		*	*	*	*	*	*	*
Rhode Island School of Design (RI)			**	**	**			**	
Rhodes College (TN)		*		*			*	*	*
RIDER COLLEGE (NJ)	*	*	**	**	**	**	**	**	**
Ripon College (WI)		*		*	*	*			*
Rivier College (NH)				*	*	*	*		*
Roanoke College (VA)					*	*	*	*	*
Robert Morris College (PA)	*					**			**
Rochester Institute of Technology (NY)				*		*	*		*
Rockford College (IL)	*	*	*	*	*	*	*	*	
Rockhurst College (MO)		*	*	*	*	*	*	*	*
Rockmont College (CO)			*						
Rocky Mountain College (MT)				*	*	*	*	*	*
Rollins College (FL)	*					*	*	*	*
Roosevelt University (IL)	*		*	*	*	*	*		*
Rosary College (IL)							*	*	*
Rose-Hulman Institute of Technology (IN)			*	*	*	*	*	*	*
Rosemont College (PA)						*			
Rosemont College of the Holy Child Jesus (PA)	*	*							
Russell Sage College (NY)				*	*	*	*	*	*
Rust College (MS)	*			*	*				
Sacred Heart College (NC)		*	*	*	*				
Sacred Heart University (CT)	*		*	*	*			*	*
Saint Ambrose University (IA)						*			
Saint Anselm College (NH)	*	*	*						
Saint Augustine's College (NC)			*						
Saint Francis College (NY)								*	
Saint Francis College (PA)						*	*	*	*
Saint John's University (MN)		*		**	**	*		*	*
SAINT JOSEPH COLLEGE (CT)	*	*	*	*	*	*	*	*	*
Saint Joseph's College (CA)			*						
Saint Joseph's College (IN)	*	*			*	*	*	*	*
Saint Joseph's College (ME)							*		*
Saint Joseph's University (PA)								*	*
Saint Leo College (FL)		*				**	**		
Saint Martin's College (WA)							*		*
Saint Mary College (KS)		*	*	*	*	*	*		*
Saint Mary's College (IN)	*							*	*
Saint Mary's College (MI)					*			*	
Saint Mary's College (MN)	*		*	*	*			*	
Saint Mary's College of California (CA)					*		*	*	*
Saint Meinrad College (IN)					*	*	*	*	*
Saint Meinrad School of Theology (IN)							*	*	*
Saint Michael's College (VT)			*	*	*	*		*	
Saint Olaf College (MN)							*	*	*
Saint Paul School of Theology (MO)						*	*	*	
Saint Paul's College (VA)		*	*		*				
Saint Peter's College (NJ)	*	*	*	*		*			
Saint Thomas Theological Seminary (CO)			*	*				*	
Saint Vincent College (PA)	*	*	*	*	*	*	*		*
Saint Xavier College (IL)		*			*	*			

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91
Salem College (NC)		✲	✲	✲	✲	✲	✲	✲	✲
Salem College (WV)		✲		✲			✲		
Salve Regina - The Newport College (RI)	✲	✲		✲✲	✲	✲	✲		✲
Samford University (AL)				✲			✲		✲
San Jose Bible College (CA)				✲					
Santa Clara University (CA)				✲		✲	✲	✲	✲
Sarah Lawrence College (NY)	✲								
Saybrook Institute (CA)						✲			
Scarritt Graduate School (TN)		✲		✲	✲				
School for International Training of the Experiment in International Living (VT)			✲						
School of the Art Institute of Chicago, The (IL)			✲	✲					
School of the Ozarks, The (MO)	✲	✲	✲	✲	✲	✲	✲	✲	
School of Theology at Claremont (CA)				✲					✲
Schreiner College (TX)					✲		✲	✲	✲
Scripps College (CA)			✲		✲		✲	✲	✲
Seabury-Western Theological Seminary (IL)			✲			✲			
Seattle Pacific University (WA)	✲		✲✲	✲✲	✲	✲	✲	✲	✲
SEATTLE UNIVERSITY (WA)	✲	✲	✲	✲	✲	✲	✲	✲	✲
Seton Hall University (NJ)				✲✲					
SETON HILL COLLEGE (PA)	✲	✲	✲	✲	✲	✲	✲	✲	✲
Shaw University (NC)									✲
Sheldon Jackson College (AK)				✲	✲				
Shenandoah College & Conservatory of Music (VA)	✲								
Shorter College (AR)							✲		
Shorter College (GA)					✲	✲	✲	✲	✲
Siena College (NY)	✲	✲	✲	✲	✲	✲	✲	✲	
SIENA HEIGHTS COLLEGE (MI)	✲	✲	✲	✲	✲	✲	✲	✲	✲
Simpson College (CA)		✲	✲						✲
SIMPSON COLLEGE (IA)	✲	✲	✲	✲	✲	✲	✲	✲	✲
Sioux Falls College (SD)		✲			✲	✲			✲
Skidmore College (NY)			✲	✲	✲	✲	✲	✲	✲
Smith College (MA)					✲		✲		
Southeastern Baptist Theological Seminary (NC)					✲	✲✲			✲
Southeastern Bible College (AL)				✲					
Southeastern University (DC)				✲	✲				✲
Southern California College (CA)		✲	✲		✲	✲	✲	✲	✲
Southern College of Seventh-Day Adventists (TN)		✲				✲	✲	✲	✲
Southern Methodist University (TX)	✲	✲	✲		✲	✲			
Southwest Baptist University (MO)			✲	✲	✲				
Southwestern Adventist College (TX)			✲						
Southwestern Assemblies of God College (TX)			✲	✲	✲	✲	✲	✲	✲
Southwestern College (KS)	✲	✲	✲		✲	✲			
Southwestern University (TX)	✲	✲							
Spalding University (KY)		✲	✲	✲	✲	✲	✲	✲	✲
Spelman College (GA)		✲		✲		✲			
Spring Arbor College (MI)					✲	✲	✲		
Spring Garden College (PA)							✲✲		
Spring Hill College (AL)		✲	✲				✲	✲	✲
Springfield College (MA)		✲	✲	✲	✲	✲	✲	✲	✲
St. Ambrose University (IA)						✲		✲	✲

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91
St. Andrews Presbyterian College (NC)		*						*	
St. Bonaventure University (NY)		*		*	*	*	*	*	*
St. Catherine College, Inc. (KY)								*	
St. Edward's University (TX)	*		*	*	*	*	*	*	*
St. Francis College (NY)		*	*	*	*	*	*	*	*
St. John Fisher College (NY)						*			*
St. John Vianney College Seminary (FL)			*		*		*		
St. John's Provincial Seminary (MI)						*			
St. John's University (NY)	*								
St. Joseph's College (NY)							*	*	
St. Lawrence University (NY)				*					
St. Martin's College (WA)		*	*						
St. Mary of the Plains College (KS)						*			
St. Mary's College of California (CA)	*	*	*	*		*			
St. Mary's Dominican College (LA)	*	*							
St. Mary's Seminary College (MO)			*						
St. Mary's University (TX)		*	*	*	*	*	*	*	*
ST. NORBERT COLLEGE (WI)	*	*	*	*	*	*	*	*	*
St. Paul Bible College (MN)	*				*	*			
St. Thomas University (FL)									*
St. Vincent de Paul Regional Seminary (FL)									*
Stanford University (CA)							*		*
Starr King School for the Ministry (CA)								*	
Stephens College (MO)	*								
Sterling College (KS)							*		
Stetson University (FL)					*				
Stevens Institute of Technology (NJ)			*	*	*	*	*	*	
Stillman College (AL)				*	*		*	*	*
Strayer College (DC)	*					*	*		
SUFFOLK UNIVERSITY (MA)	*	*	*	*	*	*	*	*	*
Summit Christian College (IN)								*	*
Suomi College (MI)									*
Susquehanna University (PA)	*		*	*	*	*	*	*	*
Sweet Briar College (VA)	*	*			*	*			
Syracuse University (NY)	*	*	*		*	*	*		*
Tabor College (KS)		*	*	*		*	*	*	*
Taccoa Falls College (GA)									*
Talladega College (AL)			*		*		*	*	
Taylor University (IN)		*	*	*	*	*	*	*	
Teacher's College, Columbia University (NY)								*	*
Teikyo Post University (CT)									*
Teikyo Westmor University (IA)									*
Tennessee Temple University (TN)								*	
Tennessee Wesleyan College (TN)				*			*		
Texas Christian University (TX)		*	*	*	*	*	*	*	*
Texas College (TX)		*							
Texas Lutheran College (TX)		*		*	*	*	*		*
Thiel College (PA)		*					*	*	*
Thomas College (ME)	*		*	*	*	*			
Thomas More College (KY)		*	*				*	*	*
Tiffin University (OH)				*		*	*		*
Tift College (GA)				*					
Tougaloo College (MS)			*						*
Transylvania University (KY)	*	*	*		*	*		*	*

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91
Tri-State University (IN)		*		*	*	*	*	*	*
Trinity Christian College (IL)			*	*	*	*			
Trinity College (CT)		*					*		
Trinity College (DC)	*	*	*		*		*	*	
Trinity College (IL)	*	*							
Trinity College of Vermont (VT)	*	*	*	*	*	*	*	*	
Trinity Episcopal School for Ministry (PA)						*			
Trinity Lutheran Seminary (OH)				*	*	*	*		
Trinity University (TX)	*	*	*	*	*	*	*	*	
Tufts University (MA)						**		*	*
Tulane University (LA)	*		*	*	*	*	*		
Tusculum College (TN)								*	*
Tuskegee University (AL)	*		*	—					*
U.S. Sports Academy (AL)								*	
Union College (KY)			*						
Union College (NE)								*	
Union Institute, The (OH)									
Union University (TN)								*	*
Union Theological Seminary (NY)									*
Union Theological Seminary in Virginia (VA)			*					*	*
United Theological Seminary of the Twin Cities (MN)			*	*	*	*		*	*
Unity College (ME)	*					*	*		*
Universidad Adventista de Las Antillas (PR)								*	
Universidad Central de Bayamon (PR)			*						
University of Bridgeport (CT)						**	**	**	**
University of Central Texas (TX)								*	*
University of Charleston, The (WV)					*			*	*
University of Dallas (TX)		*	*	*		*	*	*	*
UNIVERSITY OF DAYTON (OH)	*	*	*	*	*	*	*	*	*
University of Denver (CO)	*					*	*	*	*
University of Detroit (MI)	*		**	*	**	**	**	**	
University of Dubuque (IA)		*	**		**	**	*	*	*
University of Evansville (IN)				*		*	*	*	*
University of Findlay, The (OH)	*	*			*	*	*	*	
University of Hartford (CT)			*		*	*		*	*
University of Indianapolis (IN)						*			
University of Judaism (CA)			*		*	*			
UNIVERSITY OF LA VERNE (CA)	*	*	*	*	*	*	*	*	*
University of Mary Hardin Baylor (TX)		*							
UNIVERSITY OF MIAMI (FL)	*	*	*	*	*	*	*	*	*
University of New England College (ME)		*					*	*	
University of New Haven (CT)		*				*	*	*	*
University of Pennsylvania (PA)	*								
UNIVERSITY OF PORTLAND (OR)	*	*	*	*	*	*	*	*	*
University of Puget Sound (WA)				*					
University of Redlands (CA)			*			*		*	*
University of Richmond (VA)			*	*	*	*	*	*	*
University of Rio Grande (OH)		**			**	**	**	**	**
UNIVERSITY OF SAN DIEGO (CA)	*	*	*	*	*	*	*	*	*
University of San Francisco (CA)		*					**		**
University of Santa Clara (CA)	*	*	*						
University of Scranton (PA)	*	*	*	**	**				
University of St. Thomas (MN)									*

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91
University of St. Thomas (TX)			*	*	*	*	*		*
University of Tampa (FL)	*	*	*	*		*	*	*	
University of the Arts, The (PA)								*	
University of the Ozarks (AR)		*		*		*			*
University of the Pacific (CA)								*	
University of the Sacred Heart (PR)	*	*	*						
University of the South, The (TN)		*	*	*	*	*	*	*	*
University of Tulsa (OK)		*	*	*	*			*	*
Upper Iowa University (IA)						*	*		*
Upsala College (NJ)	*		*		*	*			*
Urbana University (OH)			*		*	*			
Ursuline College (OH)	*	*	*	*	*	*	*		
Utica College of Syracuse University (NY)			***			***	***	***	
Valparaiso University (IN)		*	*	*	*	*	*	*	*
Vassar College (NY)	*		*		*				*
Villa Maria College (NJ)	*	*	*	*	*	*	*		*
Villanova University (PA)									*
Virginia Intermont College (VA)						*	*	*	
Virginia Union University (VA)		*	*		*				
Virginia Wesleyan College (VA)	*								
VITERBO COLLEGE (WI)	*	*	*	*	*	*	*	*	*
Voorhees College (SC)	*			*	*				
Wabash College (IN)	*	*	*		*				
Wagner College (NY)		*			*	*			
Walla Walla College (WA)				*					
WALSH COLLEGE (OH)	*	*	*	***	***	*	*	*	*
Walsh College (MI)			*				*	*	*
Warner Pacific College (OR)		*		*	*				
Warner Southern College (FL)		*	*	*			*	*	*
Wartburg College (IA)			*	*	*	*	*		
Wartburg Theological Seminary (IA)			*	*	*	*			*
WASHINGTON AND JEFFERSON COLLEGE (PA)	*	*	*	*	*	*	*	*	*
Washington and Lee University (VA)		*		*	*	*	*		*
Washington Bible College (MD)			*	*	*	*	*	*	*
Washington College (MD)						*	*	*	*
Washington Theological Union (MD)					*				
Waynesburg College (PA)	*	*	*	*			*	*	*
Webb Institute of Naval Architecture (NY)			*	*					
Webber College (FL)									*
Wells College (NY)							*		
Wentworth Institute of Technology (MA)	*			***				***	
Wesley College (DE)					*	*	*		*
Wesley College (MS)							*		
Wesley Theological Seminary (DC)						*	*		
Wesleyan College (GA)				*	*	***		*	*
Wesleyan University (CT)			*		*	*	*		
West Virginia Wesleyan College (WV)	*	*	*	*	*		*	*	*
Western Baptist College (OR)		*		*		*	*	*	*
Western Bible College (CO)			*						
Western Conservative Baptist Seminary (OR)	*		*	*	*		*		*
Western Maryland College (MD)		*	*	*	*	*	*	*	*
Western New England College (MA)		*	*	*		*		***	
Western Theological Seminary (MN)							*		
Westmar College (IA)	*	*	*	*	*	*	*	*	

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91
Westminster Choir College (NJ)								*	
Westminster College (PA)							*	*	*
Westminster College (MO)						*	*		
Westminster College of Salt Lake City (UT)		*	*	*	*	*	*	*	*
Westminster Theological Seminary (PA)			*		*	*	*	*	*
Weston School of Theology (MA)					*		*	*	*
Wheaton College (IL)					*				
Wheaton College (MA)				*		*			*
Wheeling College (OH)		*							
Wheeling College (WV)	*		*		*	*			
Wheeling Jesuit College (WV)							*	*	*
WHITMAN COLLEGE (WA)	*	*	*	*	*	*	*	*	*
Whittier College (CA)		*	*	*	*	*			*
Whitworth College (WA)							*	*	*
Widener University (PA)	*	*	*		*	*		*	*
Wilberforce University (OH)				**	**				
Wiley College (TX)						*		*	
Wilkes University (PA)	*	*		*			*	*	*
WILLIAM JEWELL COLLEGE (MO)	*	*	*	*	*	*	*	*	*
William March Rice University (TX)	*	*	*	*	*	*			
William Penn College (IA)	*	*	*	*	*	*	*	*	
Williams Baptist College (AR)									*
Williams College (MA)		*							
Wilmington College (DE)		*		*			*		*
Wilmington College (OH)	*	*	*		*	*	*	*	*
Wilson College (PA)		*		*	*	*			
Wingate College (NC)			*	*	*		*	*	*
Wisconsin Luthern College (WI)									*
Wittenburg University (OH)	*	*	*	**	**	**	*	*	
Woodbury University (CA)					*	*			*
Worcester Polytechnic Institute (MA)	*		*		*	*		*	*
Xavier University (OH)	*	*	*			*	*	*	
Yale University (CT)						*			
York College of Pennsylvania (PA)		*	*		*	*	*		
	299	355	446	440	478	475	470	460	494

TOTAL NUMBER OF COLLEGES AND UNIVERSITIES WHICH PARTICIPATED IN THE SURVEY FOR THE FIRST TIME DURING 90-91: 42

TOTAL NUMBER OF PRIVATE COLLEGES AND UNIVERSITIES WHICH HAVE PARTICIPATED IN THE SURVEY AT LEAST ONCE DURING THE NINE YEARS OF THE SURVEY: 915.

TOTAL OF NUMBER PRIVATE COLLEGES AND UNIVERSITIES WHICH HAVE PARTICIPATED IN EACH OF THE NINE YEARS OF THE SURVEY: 52.

CUPA 1990-91 Faculty Salary Survey Special Study Order Form

To avoid delays in processing your order, please follow these instructions:

1. Read through the entire form before completing your request.
2. Print or type all information.
3. Use a SEPARATE FORM for each study ordered.
4. All requests for Special Studies must include payment by check made payable to CUPA or purchase order number (CUPA members only).
5. Mail orders with payment to CUPA Special Studies, 1233 20th Street, NW, Suite 503, Washington, DC 20036, FAX (202) 429-0149 and a copy of the request to: Mr. Lee Tarrant, Institutional Research, Oklahoma State University, 301 Whitehurst, Stillwater, OK 74078, FAX (405) 744-8871. To maintain confidentiality of data, all requests for Data Display #1 must be pre-approved. CUPA reserves the right to refuse a special studies request. If you have any questions, contact CUPA at (202) 429-0311.

Normally, studies will be returned within two weeks after the request and payment have been received by the CUPA national office. Fees for standard studies are as follows:

$235 - CUPA members who participated in the 1990-91 study;
$315- CUPA members who did not participate in the 1990-91 study and non-members who did participate;
$400 - CUPA non-member institutions who did not participate in the study and other non-profit organizations;
$550 - All others.

Name_____Title_____

Institution_____

Address_____

City,State,ZIP_____Phone( )_____

Did your institution participate in the 1990-91 survey? ____Yes ____No

Is your institution a member of CUPA? ____Yes ____No

Types of Data Displays (Use a separate sheet for additional requests. Refer to pages 2 and 3 of the survey report for a complete explanation of the studies.)

(Please check only one)

____1. Salary Display by average, high, and low salaries (Because this salary display includes specific institutional data for the requesting institution, all orders must be accompanied by a letter of authorization from the President or his or her designated representative on institutional letterhead. Submit all requests in writing to: Dr. Richard D. Howe, Director, Equal Opportunity Programs, Appalachian State University, 128 Administration Bldg., Boone, NC 28608, FAX (704)262-2126, in addition to submitting to CUPA).
____2. Percentile Rank (PR) Display
____3. Salary Trend Display (include those institutions who have participated in each of the ten years of the survey, 1981-82 through 1990-91)
____4. Other Trend Displays (please specify on a separate sheet)
____5. Other (please explain on a separate sheet)

If you wish to receive a display based on general institutional characteristics, please complete Section I. If you wish to specify institutions, please complete Section II.

Section I

1. Classification

   4-Year College_____ University_____ All_____

2. Source of Support

   Public_____ Private, religious_____ Private, Independent_____

3. General Budget

   Less than $_____ More than $_____

4. FTE Enrollment

   Less than _____ More than _____

5. FTE Faculty

   Less than _____ More than _____

6. Geographic Area—States (please do not abbreviate)

Section II

In order for a study requesting specific institutions to be completed, all of the institutions must have participated in the Faculty Salary Survey. Please see Appendix B, "List of Participating Institutions," to ensure that the desired institutions did participate. To maintain confidentiality of the data, you must select at least 10 institutions. Only positions reporting three or more data elements in each cell will be made available.

List institutions on a separate sheet. Please type or print clearly to avoid delays in processing your order.

Please forward your request (be sure to include check or purchase order number) to:

CUPA Special Studies
1233 20th Street, NW, Suite 503
Washington, DC 20036

Send a copy of the completed form only to: Mr. Lee Tarrant, Oklahoma State University, 301 Whitehurst, Stillwater, OK 74078. FAX (405) 744-8871.

All requests for Data Display #1 must be sent to Dr. Richard D. Howe, Director, Equal Opportunity Programs, Appalachian State University, 128 Administration Bldg., Boone, NC 28608, FAX (704) 262-2126.